

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON
AT SEATTLE

JOSEPH DRIES,

Plaintiff,

v.

SPRINKLR, INC., a Delaware corporation,

Defendant.

Case No. C20-47-MLP

ORDER RE: CONTESTED MOTIONS
IN LIMINE

This matter is before the Court on Plaintiff's Motions in Limine (dkt. # 101) and Defendant's Motions in Limine (dkt. # 99). On March 3, 2021, the Court heard oral argument from the parties. (Dkt. # 130.)

Having considered the parties' submissions, oral argument, the balance of the record, and the governing law, the Court ORDERS that: (1) Plaintiff's Motions in Limine (dkt. # 101) are GRANTED in part and DENIED in part; and (2) Defendant's Motions in Limine (dkt. # 99) are GRANTED in part, DENIED in part, and RESERVED in part, for the reasons previously stated on the record (dkt. # 130) and are memorialized as follows:

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1 **A. Plaintiff's Motions in Limine**

- 2 1. Plaintiff's Motion in Limine No. 1: "Exclusion of Irrelevant and
- 3 Prejudicial Text Messages" is GRANTED.
- 4 2. Plaintiff's Motion in Limine No. 2: "Exclusion of Evidence re: Decision to
- 5 Deny Commissions on Microsoft Contract" is DENIED.
- 6 3. Plaintiff's Motion in Limine No. 3: "Exclusion of Live Testimony from
- 7 Simone Ruello" is GRANTED.
- 8 4. Plaintiff's Motion in Limine No. 4: "Exclusion of Evidence of Attorney
- 9 Consultation" is DENIED.

10 **B. Defendant's Motions in Limine**

- 11 1. Defendant's Motion in Limine No. 1: "Testimony sought to be compelled
- 12 by Plaintiff from Sprinklr's CEO Ragy Thomas and General Counsel Dan
- 13 Haley" is DENIED without prejudice.
- 14 2. Defendant's Motion in Limine No. 2: "Evidence and argument relating to
- 15 Sprinklr's investigation into claims of unfair treatment of Dries including
- 16 the destruction of handwritten notes by Simone Ruello" is GRANTED in
- 17 part and DENIED in part. Defendant's Motion in Limine No. 2 is
- 18 GRANTED as to any evidence or argument relating to Sprinklr's
- 19 investigation into Plaintiff's claims of unfair treatment, but DENIED as to
- 20 any evidence pertaining to Plaintiff's unpaid compensation claims.
- 21 3. Defendant's Motion in Limine No. 3: "Evidence and argument referring to
- 22 alleged 'harassment' of Plaintiff" is GRANTED.
- 23

8. Defendant's Motion in Limine No. 8: "Evidence and argument regarding compensation paid to employees of Sprinklr with the exception of Plaintiff" is DENIED.

M. J. Reisman

MICHELLE L. PETERSON
United States Magistrate Judge